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Area wage survey. Goldsboro, NC 1988

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Area Wage Survey
Goldsboro, NC
September 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
October 1988

This summary presents results of a September 1988 survey of occupational wages and employee benefits in the Goldsboro area, which consists of Wayne County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 44 establishments employing 8,364 workers was selected to represent 77 establishments employing 11,647 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Goldsboro, NC, September 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.50 and under 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 15.00	15.00 – 16.00
Secretaries	31	8.06	8.17	7.13- 8.34	-	-	-	2	2	-	2	4	4	10	2	1	-	-	-	2	2	-	-	-	-	-	-
Secretaries I	17	7.28	7.79	6.75- 8.21	-	-	-	2	2	-	1	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries III	10	8.81	8.47	- -	-	-	-	-	-	-	1	-	2	2	2	1	-	-	-	2	-	-	-	-	-	-	-
Key entry operators	32	5.04	4.73	4.50- 5.20	-	1	17	8	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators I	32	5.04	4.73	4.50- 5.20	-	1	17	8	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Computer operators	6	9.43	9.90	- -	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	1	-	2	-	-	-	-	-
Maintenance electricians	31	10.77	9.41	9.41-11.80	-	-	-	-	-	-	-	-	-	-	1	16	-	5	-	-	?	-	-	1	-	6	-
Maintenance mechanics (machinery)	45	10.98	10.56	8.83-14.33	-	-	-	-	-	-	-	3	2	1	8	5	-	2	4	4	-	2	-	-	-	14	-
Motor vehicle mechanics	11	9.24	7.66	- -	-	-	-	-	-	2	-	2	3	-	-	-	-	-	2	-	-	-	-	-	-	1	1
General maintenance workers	14	5.89	6.11	- -	-	-	4	1	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers	75	11.42	15.74	6.88-15.74	-	-	-	2	4	11	11	2	3	-	-	-	1	1	1	-	-	-	-	-	-	-	39
Truckdrivers, tractor trailer	23	7.07	6.88	6.25- 7.00	-	-	-	1	3	2	11	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Forklift operators	109	7.30	8.22	6.45- 8.22	-	2	7	6	1	31	2	-	-	40	20	-	-	-	-	-	-	-	-	-	-	-	-
Guards	23	6.77	7.94	5.20- 8.06	-	5	-	1	1	3	-	-	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards I	23	6.77	7.94	5.20- 8.06	-	5	-	1	1	3	-	-	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners	52	5.09	4.80	4.10- 6.20	4	18	6	6	5	11	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Goldsboro, NC, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	5	2
In establishments providing paid holidays	95	98
Number of holidays:		
1 holiday	–	–
Plus 3 half days	8	–
2 holidays	(1)	–
4 holidays	14	11
5 holidays	8	4
6 holidays	8	10
Plus 1 half day	(1)	2
7 holidays	18	24
8 holidays	12	30
9 holidays	14	5
10 holidays	8	10
11 holidays	3	2
Average number of paid holidays where provided (in days)	6.7	7.3

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Goldsboro, NC, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	–	–
In establishments providing paid vacations	100	100
Length-of-time payment	79	95
Percentage payment	21	5
By vacation pay provisions for:[2]		
6 months of service:	27	6
Under 1 week	18	59
1 week	–	5
2 weeks		
1 year of service:	74	30
1 week	4	(*)
Over 1 and under 2 weeks	17	70
2 weeks		
2 years of service:	46	21
1 week	5	–
Over 1 and under 2 weeks	43	79
2 weeks	1	(*)
Over 2 and under 3 weeks		
3 years of service:	15	13
1 week	5	–
Over 1 and under 2 weeks	70	85
2 weeks	1	(*)
Over 2 and under 3 weeks	4	1
3 weeks		
5 years of service:	6	4
1 week	85	78
2 weeks	1	7
Over 2 and under 3 weeks	9	11
3 weeks		
10 years of service:	6	2
1 week	38	16
2 weeks	–	6
Over 2 and under 3 weeks	55	72
3 weeks	1	(*)
Over 3 and under 4 weeks	–	4
4 weeks		
15 years of service:	6	2
1 week	30	12
2 weeks	–	6
Over 2 and under 3 weeks	58	46
3 weeks	1	1
Over 3 and under 4 weeks	6	32
4 weeks		
20 years of service:	6	2
1 week	29	10
2 weeks	–	6
Over 2 and under 3 weeks	34	17
3 weeks	31	64
4 weeks	1	(*)
Over 4 and under 5 weeks	–	1
5 weeks		
25 years of service or more:	6	2
1 week	29	10
2 weeks	–	6
Over 2 and under 3 weeks	28	17
3 weeks	32	52
4 weeks	5	13
5 weeks	1	(*)
Over 5 and under 6 weeks		

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

* Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Goldsboro, NC, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	99
Life insurance	99	97
Noncontributory plans	89	88
Accidental death and dismemberment insurance	81	68
Noncontributory plans	71	61
Sickness and accident insurance or sick leave or both	64	88
Sickness and accident insurance	47	36
Noncontributory plans	30	32
Sick leave (full pay and no waiting period)	24	79
Sick leave (partial pay or waiting period)	4	4
Long-term disability insurance	13	40
Noncontributory plans	11	38
Hospitalization, surgical, and medical insurance	99	97
Noncontributory plans	46	60
Health maintenance organizations	9	10
Noncontributory plans	1	1
Dental care	32	31
Noncontributory plans	21	21
Vision care	7	2
Noncontributory plans	7	2
Alcohol and drug abuse treatment	61	68
Noncontributory plans	26	44
Hearing care	1	(2)
Noncontributory plans	1	(2)
Retirement plans	67	87
Noncontributory plans	46	73
Pension	52	74
Noncontributory plans	41	65
Lump sum	31	40
Noncontributory plans	12	14
Other	-	-
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Goldsboro, NC,[1] September 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	77	44	11,647	100	7,041	657	8,364
Manufacturing	50	30	21	7,233	62	5,595	294	5,872
Nonmanufacturing[5]	50	47	23	4,414	38	1,446	403	2,492

[1] The Goldsboro area consists of Wayne County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Augusta, GA-SC
Austin, TX[1]
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Battle Creek, MI
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Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
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Champaign-Urbana-Rantoul, IL[1]
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Green Bay, WI[2]
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program. See inside back cover.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program. See inside back cover.

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